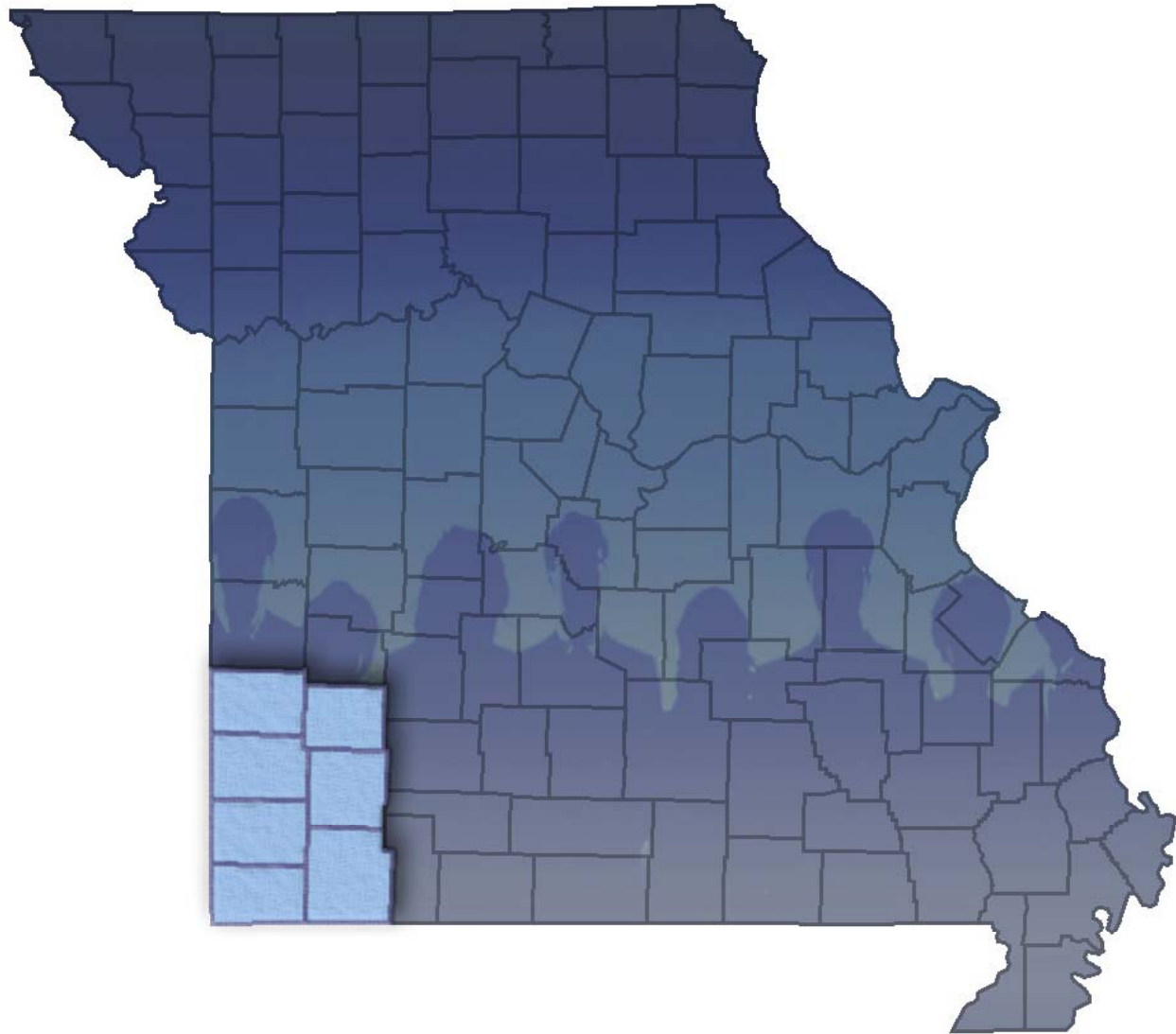


Missouri

Workforce Gap Analysis: Needs Assessment



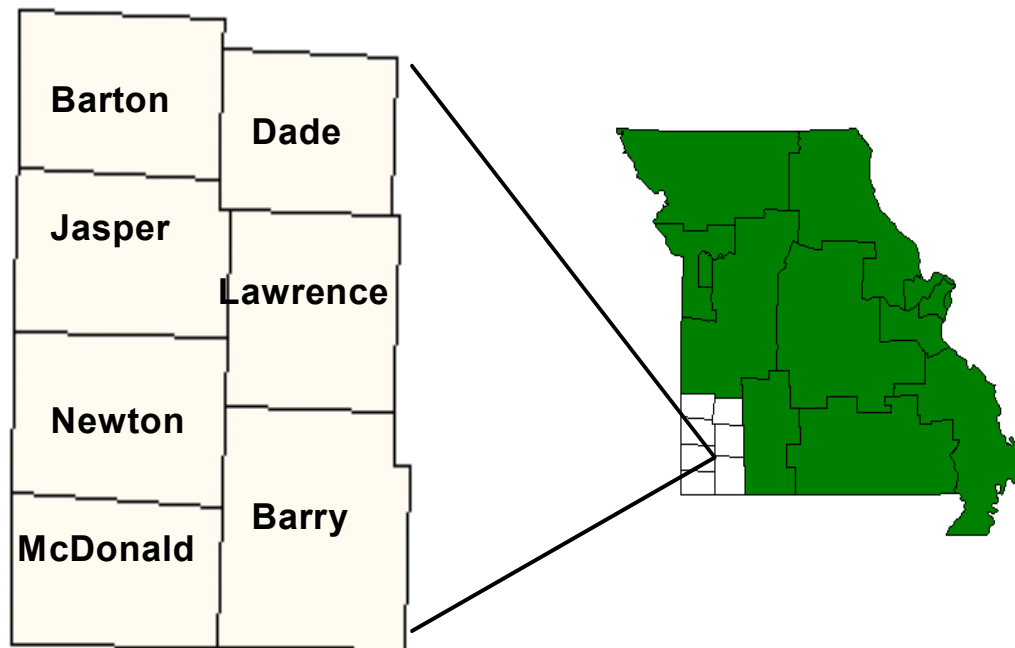
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Southwest Workforce Investment Area

301 W. High St. Room 580, Jefferson City, MO
65102
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MISSOURI DEPARTMENT OF ECONOMIC DEVELOPMENT
MERIC
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The Southwest WIA Region



The Southwest Workforce Investment Area (WIA) consists of seven counties in the southwest corner of Missouri. It includes the Joplin Metropolitan Statistical Area (MSA), which consists of Jasper and Newton Counties. McDonald County is part of the Fayetteville-Springdale-Rogers, AR-MO MSA.

The Southwest WIA accounts for 4% of the state's workforce. Missouri Southern State University and Crowder College are located in the region. Birthplace of President Harry Truman, the area has successfully merged a rich history with a modern education and cultural environment resulting in a great quality of life.

The Workforce Gap Analysis Needs Assessment for the Southwest WIA shows that:

- Four of the six counties in the Southwest WIA have above average economic momentum.
- Only Newton and McDonald counties had higher unemployment rates than both the state (5.8%) and national rates (5.7%) in July of 2004.
- Poverty was much higher in the Southwest WIA (14.56%) than the Missouri average (11.74%) in 2000. Poverty is particularly pervasive in the very southern part of the region.
- The percentage of Southwest region workers earning a salary meeting the self-sufficiency standard is 78.75% for an adult with an infant, 47.80% for an adult with two children, 22.51% for two adults with two infants, and 11.55% for two adults with three children.
- The largest employing industries in the Southwest WIA include: the rest of retail, government, and medical services. The fastest growing industries in the region include: financial and business services, other transportation, and petroleum products. The highest paying industries in the Southwest WIA include: railroad, motor vehicles manufacturing, and public utilities.
- Occupations with the largest number of annual openings include: retail sales workers, cashiers, and food preparation/serving workers. These occupations have many openings each year, but pay less than \$15,000/year. The exception is registered nurses, which pay above average wages of \$32,000/year and require at a minimum an Associates Degree.
- Southwest workers laid off when an entire firm closes seem to increasingly gain more of their pre-layoff wage over a 1½ years. Whereas Southwest workers involved in individual layoffs seem to fluctuate in terms of being able to earn at least 80% of their pre-layoff earnings.
- Top new businesses formed in the Southwest region were in the retail trade, construction, and accommodation/food services sectors.
- A significant number of workers in Barry, Dade and McDonald counties commute 34 to 48 minutes to work, indicating that many Southwest residents work outside the region.
- The Educational Services sector has over 20% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

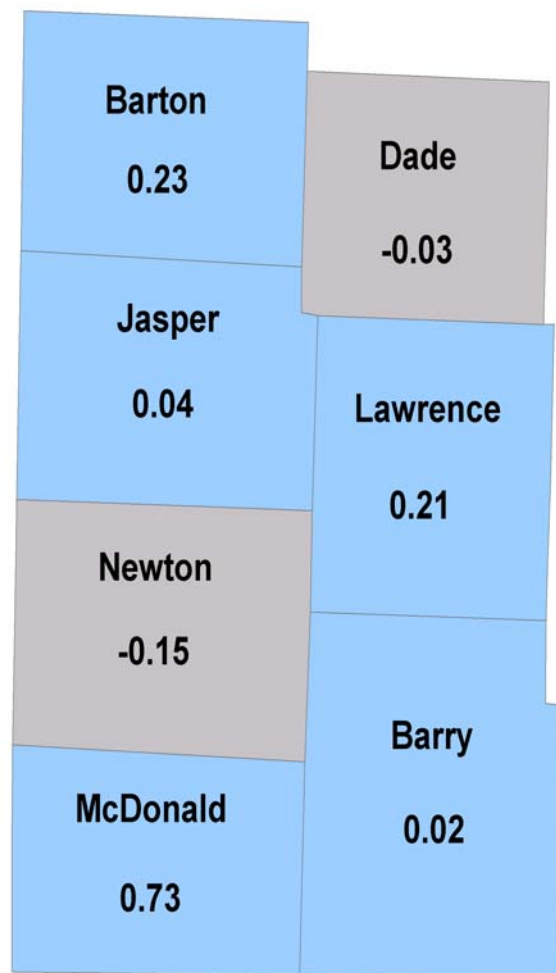
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What is Economic Momentum?

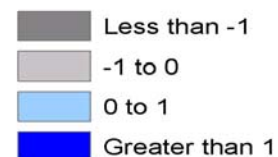
The Economic Momentum of an area is based on growth in employment, population, and income. An index score of “0” means that the county grew at the same rate as the state. The index thereby indicates areas of strong and weak economic momentum.

Counties with Notable Economic Momentum

- Within the Southwest region, the counties of Dade and Newton were the only areas with less than 0 on the Momentum Index.
- McDonald County had the highest Momentum Index score of .73 when compared to the rest of the region.



Economic Momentum



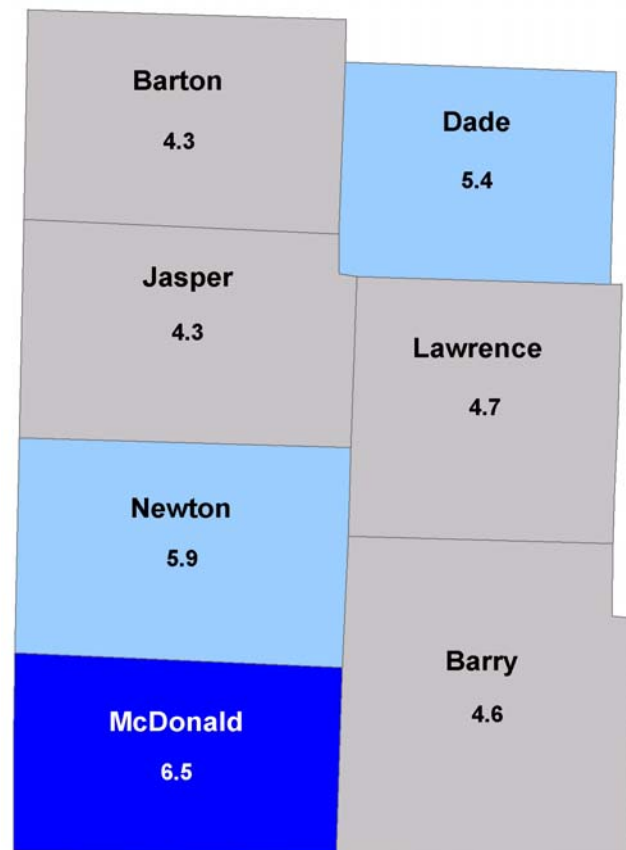
Workers Without Jobs

The unemployed population is defined as those who are over the age of 16 who were not working and were available for work. The unemployment rate is measured by calculating the number of unemployed persons as a percentage of the total labor force.

Percent of Population that is Unemployed

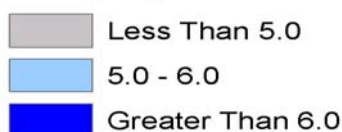
- The July 2004 unemployment rate for Missouri was 5.8%.
- The national unemployment rate was 5.7% for July 2004.
- Of all the Southwest WIA counties, only Newton and McDonald counties have higher unemployment rates than both the state and national averages.
- Across the region, unemployment rates decreased from July 2003-2004. Newton County had the largest decrease in unemployment.

Source: MERIC, with U.S. Bureau of Labor Statistics



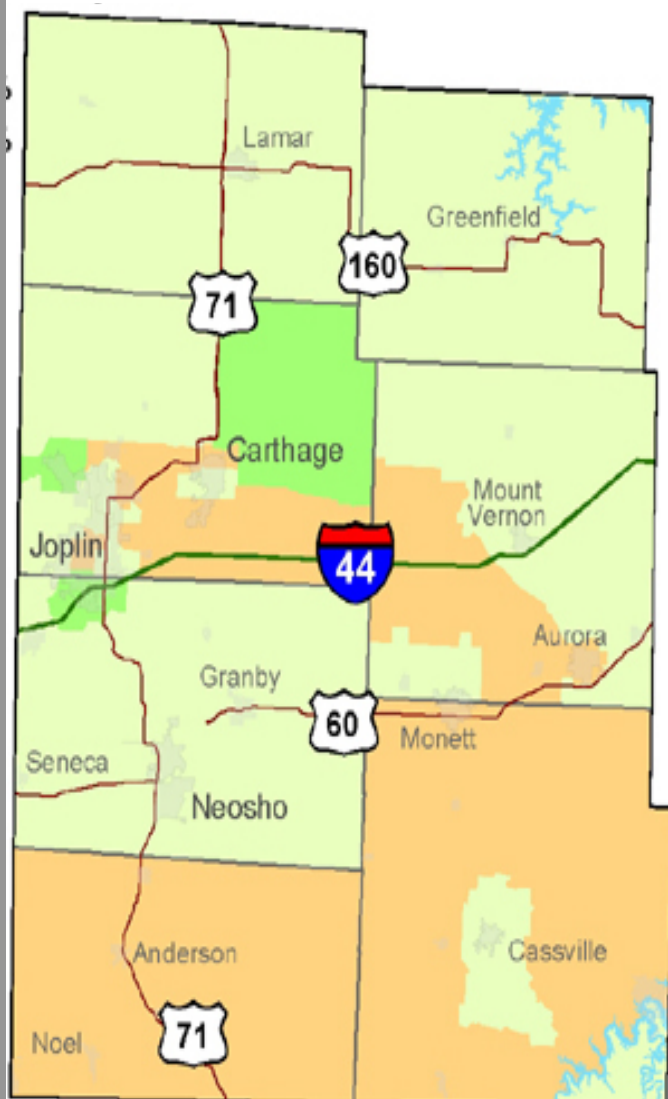
Southwest WIA Region

Unemployment Rate



Area	Jul-04				Jul-03
	Labor Force	Employment	Unemployment	Rate	Rate
Barry	15,230	14,533	697	4.6%	5.1%
Barton	7,022	6,721	301	4.3%	4.9%
Dade	3,373	3,192	181	5.4%	5.5%
Jasper	55,454	53,051	2,403	4.3%	5.4%
Lawrence	16,403	15,640	763	4.7%	5.4%
McDonald	9,319	8,709	610	6.5%	6.8%
Newton	28,266	26,589	1,677	5.9%	7.3%

The poverty rate for a region is measured by the percentage of adults considered to be in poverty. The standards for poverty are set by the Federal government.



This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

Percent of Population in Poverty

- The percentage of the total Southwest WIA region population that was categorized as being in a state of poverty was 14.56% in 2000.
- The overall Missouri poverty rate for the same time period was 11.74%, significantly lower than the rate for the Southwest WIA region.

What do these numbers mean?

- Some individuals in the Southwest WIA region may have lower wages and annual incomes than other regions in Missouri.
- Poverty is particularly pervasive in the very southern part of the region.

Source: MERIC, using U.S. Census Data

Individuals Below Poverty Level

	30.1% - 82.8%
	20.1% - 30%
	12.5% - 20%
	6.1% - 12.4%
	0% - 6%

Necessary Wages for Essential Needs

The Self-Sufficiency Standard for Missouri charts the actual costs of living and working in the region. It measures how much income a family needs to pay for housing, food, childcare, healthcare, transportation and taxes-if they do not receive any help from relatives, friends or the government-based on the ages, as well as number, of children in each household, and the family's geographic location.

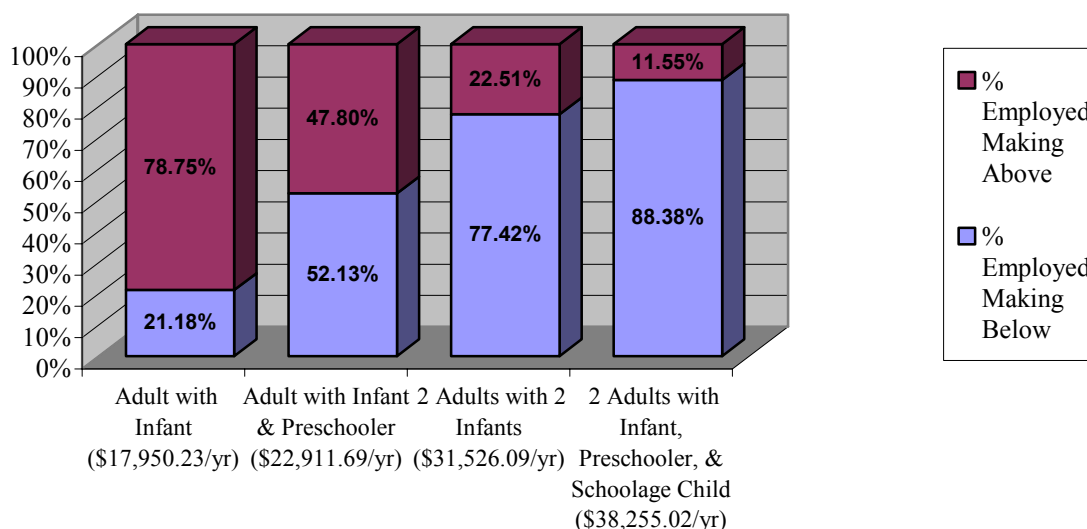
Self-Sufficiency Standard for the Southwest Region						
County	Adult Annual	Adult with Infant** Annual	Adult with Infant and Preschooler** Annual	2 Adults** Annual	2 Adults with 2 Infants** Annual	2 Adults with Infant, Preschooler and Schoolage child** Annual
Barry	\$11,990.28	\$17,205.72	\$22,018.32	\$19,668.36	\$30,148.20	\$37,195.08
Barton	\$11,852.88	\$17,760.60	\$22,351.68	\$19,547.64	\$31,553.16	\$37,994.40
Dade	\$11,807.76	\$17,184.00	\$21,791.28	\$19,462.56	\$30,109.92	\$36,916.68
Jasper	\$12,182.16	\$20,210.04	\$27,077.04	\$19,860.24	\$35,888.88	\$43,689.72
Lawrence	\$12,038.40	\$17,195.64	\$22,203.12	\$19,910.64	\$29,793.36	\$38,220.60
McDonald	\$11,936.04	\$17,646.24	\$21,934.32	\$19,825.20	\$30,842.52	\$35,910.12
Newton	\$12,188.28	\$18,449.40	\$23,006.04	\$19,871.52	\$32,346.60	\$37,858.56
Average	\$11,999.40	\$17,950.23	\$22,911.69	\$19,735.17	\$31,526.09	\$38,255.02

Source: MERIC

**Original report by Diana Pearce, Ph.D. with Jennifer Brooks.

Are Employed Persons in the Southwest Making Self-Sufficiency Wages?

% of Workers Earning the Self-Sufficiency Wage in the Southwest Region



Regional Industry Overview

Department of
Economic Development

Top Employing Industries

The largest employing industries in the Southwest WIA include the *rest of retail, government, medical services, farming, and trucking.*

In terms of national competitiveness, the trucking and farm sectors are most competitive while the miscellaneous business services sector is the least competitive.

SOUTHWEST WIA - TOP EMPLOYING INDUSTRIES

INDUSTRY	JOBS 2002	GROWTH 1992-2002	AVERAGE WAGES	NATL COMPETITIVENESS	NATL PRODUCTIVITY
				INDEX	INDEX
Rest of Retail	20,886	36.01	\$15,290	1.10	1.00
Government	19,457	19.21	\$30,878	0.67	0.81
Medical	14,483	22.11	\$25,471	1.18	0.99
Farm	13,437	(4.18)	\$2,440	1.78	0.41
Trucking	10,024	33.70	\$27,612	3.96	1.00
Construction	9,279	39.61	\$15,256	0.98	1.00
Eating & Drinking	9,165	21.04	\$10,557	1.06	1.00
Food	8,810	8.15	\$24,737	5.37	1.00
Misc. Bus Serv	7,147	126.49	\$15,472	0.60	1.02
Non-Profit Org	6,071	34.99	\$14,021	1.02	0.98

1.00 is the US average for Competitiveness Index and Productivity Index.

Top Employers in Southwest WIB by Employees

Company	Description	NAICS
Able Manufacturing Corp.	Motor Vehicle Body Mfg	336211
Cardinal Scale Mfg Co.	Scale & Balance, Except Laboratory, Mfg	333997
Detecto Scale Co.	Surgical & Medical Instrument Mfg	339112
E Z Dock	Other Heavy Construction	237990
Eagle-Picher Technologies Div.	Storage Battery Mfg	335911
EFCO Corp.	Aluminum Extruded Prod Mfg	331316
Fasco Industries Inc.	Motor & Generator Mfg	335312
Freeman Health Systems	General Medical & Surgical Hospitals	622110
General Mills	Frozen Specialty Food Mfg	311412
George'S Poultry Processing	Poultry Processing	311615
Jack Henry & Assoc Inc.	Custom Computer Programming Services	541511
La-Z-Boy Midwest	Furniture Stores	442110
Leggett & Platt Inc.	Misc Wood Prod Mfg	321999
Miracle Recreation Equipment	Sporting Goods Stores	451110
Schreiber Foods	All Other Specialty Food Stores	445299
Simmons Foods Inc.	Poultry Processing	311615
St John'S Regional Medical Center	General Medical & Surgical Hospitals	622110
Sunbeam Outdoor Products	Household Cooking Appliance Mfg	335221
Thorco Industries Inc.	Showcases, Partitions, Shelving, & Lockers	337215
Twin River Foods Inc.	Packaged Frozen Food Merchant Wholesaler	424420
Tyson Foods Inc.	Poultry Processing	311615
Wal-Mart Supercenter	Department Stores, Except Discount	452111

Fast Growing Industries

The fastest growing industries in the Southwest WIA include *financial and business services, other transportation, petroleum products, and agriculture, forestry and fishing.*

Most of the fast growing industries have low employment bases, pay lower wages, and are not nationally competitive. However, the petroleum products industry, primarily asphalt, pays above average wages and is one of the area's most nationally competitive industries.

SOUTHWEST WIA - TOP GROWING INDUSTRIES

INDUSTRY	JOBS 2002	GROWTH 1992-2002	AVERAGE WAGES	NATL COMPETITIVENESS	NATL PRODUCTIVITY
				INDEX	INDEX
Credit & Finance	726	227.97	\$15,126	0.26	1.04
Misc. Bus Serv	7,147	126.49	\$15,472	0.60	1.02
Other Transport	253	87.58	\$29,430	0.33	1.02
Petro Products	1,001	85.21	\$42,843	8.27	0.99
Agri&For&Fish Serv	2,966	79.41	\$9,548	1.25	1.00
Real Estate	2,469	71.17	\$4,691	0.54	0.99
Education	804	64.89	\$11,590	0.25	1.01
Air Transportation	140	62.41	\$39,605	0.11	1.04
Misc. Prof Serv	3,222	56.96	\$12,596	0.42	1.02
Motor Vehicles	720	50.41	\$56,478	0.77	1.04

1.00 is the US average for Competitiveness Index and Productivity Index.

SOURCE: REMI-MERIC.

Top Paying Industries

The highest paying industries in the Southwest WIA include *railroad, motor vehicles manufacturing, and public utilities sectors.*

In addition, the instruments, rest of transportation equipment, petroleum products (asphalt) and chemicals manufacturing industries also pay higher wages of \$40,000 and above.

SOUTHWEST WIA - TOP PAYING INDUSTRIES

INDUSTRY	JOBS 2002	GROWTH 1992-2002	AVERAGE WAGES	NATL COMPETITIVENESS	NATL PRODUCTIVITY
				INDEX	INDEX
Railroad	351	(27.40)	\$67,888	1.99	1.00
Motor Vehicles	720	50.41	\$56,478	0.77	1.04
Public Utilities	1,037	(4.91)	\$50,557	1.28	0.98
Instruments	15	(61.86)	\$45,004	0.02	0.98
Rest Trans Equip	77	41.49	\$44,525	0.10	1.03
Petro Products	1,001	85.21	\$42,843	8.27	0.99
Chemicals	577	(40.55)	\$41,429	0.59	0.99
Air Transportation	140	62.41	\$39,605	0.11	1.04
Communication	876	13.41	\$38,888	0.51	1.00
Paper	327	44.77	\$33,080	0.54	1.00

1.00 is the US average for Competitiveness Index and Productivity Index.

SOURCE: REMI-MERIC.

Top Openings by Occupation

Occupations with the largest number of annual openings (new jobs + replacements) include:

- Retail sales workers, cashiers, food preparation and serving workers, and waiters and waitresses.

Although these occupations have over 100 openings each year, they pay very low wages, less than \$15,000 per year, and require minimal education and experience.

The exception is registered nurses which have nearly 100 annual openings yet pay above average wages of \$32,000 per year and require at a minimum an Associates Degree.

SOUTHWEST WIA - TOP OPENINGS BY OCCUPATION

OCCUPATION	PERCENT CHANGE	ANNUAL OPENINGS	ENTRY WAGE	AVERAGE TYPICAL SOURCE OF WAGE TRAINING
Retail Salespersons	13.23	189	\$12,908	\$16,613 Short-term on-the-job training
Cashiers	9.91	176	\$12,521	\$14,696 Short-term on-the-job training
Combined Food Preparation and Serving Workers	27.21	175	\$12,282	\$15,827 Short-term on-the-job training
Waiters and Waitresses	16.61	123	\$14,229	\$18,540 Short-term on-the-job training
Registered Nurses	27.57	97	\$32,231	\$41,595 Associate degree
Truck Drivers, Heavy and Tractor-Trailer	1.48	94	\$25,721	\$29,438 Moderate-term on-the-job training
Office Clerks, General	9.91	82	\$16,294	\$18,320 Short-term on-the-job training
Laborers and Freight, Stock, and Material Movers	4.31	77	\$15,288	\$18,301 Short-term on-the-job training
Nursing Aides, Orderlies, and Attendants	20.03	56	\$15,763	\$18,769 Short-term on-the-job training
Supervisors/Managers of Retail Sales Workers	6.06	54	\$18,748	\$27,194 Work experience in a related occp

SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL.

How Job Openings Affect the Region

- Based on this information, the highest demand jobs over the next ten years will require minimal skills or on-the-job training, thus not placing major strains on the local educational system.
- However, the need for about 100 RNs each year over the next decade will require local educational institutions to expand or develop nursing programs to fill this need; or the Southwest WIA will have to recruit nurses from outside the region.

Fastest Growing Occupations

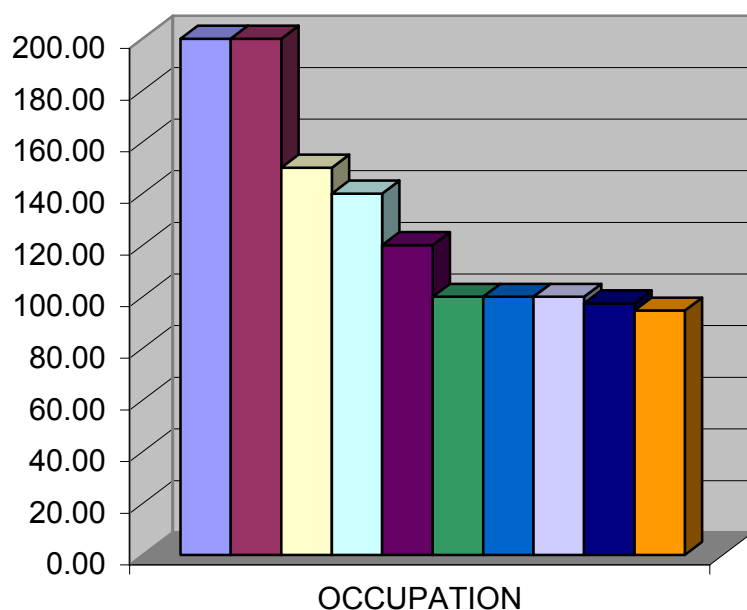
The fastest growing occupations in the Southwest WIA are related to transportation, construction and information technology careers. Although the employment base and number of openings are small, these occupations generally pay higher wages.

SOUTHWEST WIA - TOP GROWING OCCUPATIONS

OCCUPATION	PERCENT CHANGE	TYPICAL SOURCE OF TRAINING
Survey Researchers	200.00	Bachelor's degree
Electrical and Electronic Equipment Mechanics	200.00	Vocational education
Signal and Track Switch Repairers	150.00	Long-term on-the-job training
Rail Car Repairers	140.00	Long-term on-the-job training
Pourers and Casters, Metal	120.00	Moderate-term on-the-job training
Riggers	100.00	Short-term on-the-job training
Gaming Change Persons and Booth Cashiers	100.00	Short-term on-the-job training
Traffic Technicians	100.00	Short-term on-the-job training
Computer Software Engineers, Systems Software	97.50	Bachelor's degree
Computer Software Engineers, Applications	94.67	Bachelor's degree

SOURCE: Long-Term Projections, MERIC-MODED and ETA-USDOL.

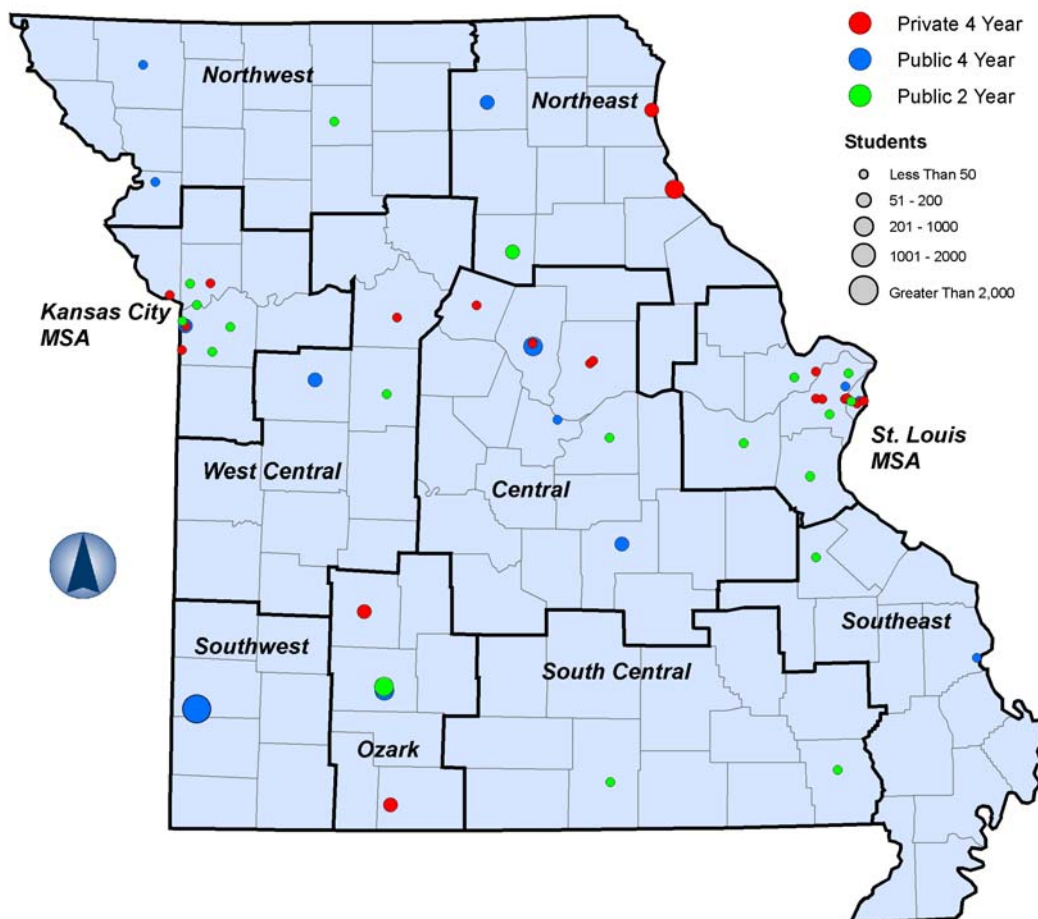
**Percent Change of
Top Growing Occupations**



- Survey Researchers
- Electrical and Electronic Equipment Mechanics
- Signal and Track Switch Repairers
- Rail Car Repairers
- Pourers and Casters, Metal
- Riggers
- Gaming Change Persons and Booth Cashiers
- Traffic Technicians
- Computer Software Engineers, Systems Software
- Computer Software Engineers, Applications

The number of students from the Southwest region that go on to attend college describes whether or not local high school graduates go inside or outside the region to meet their post-secondary educational needs.

Where High School Students from the Region go to College



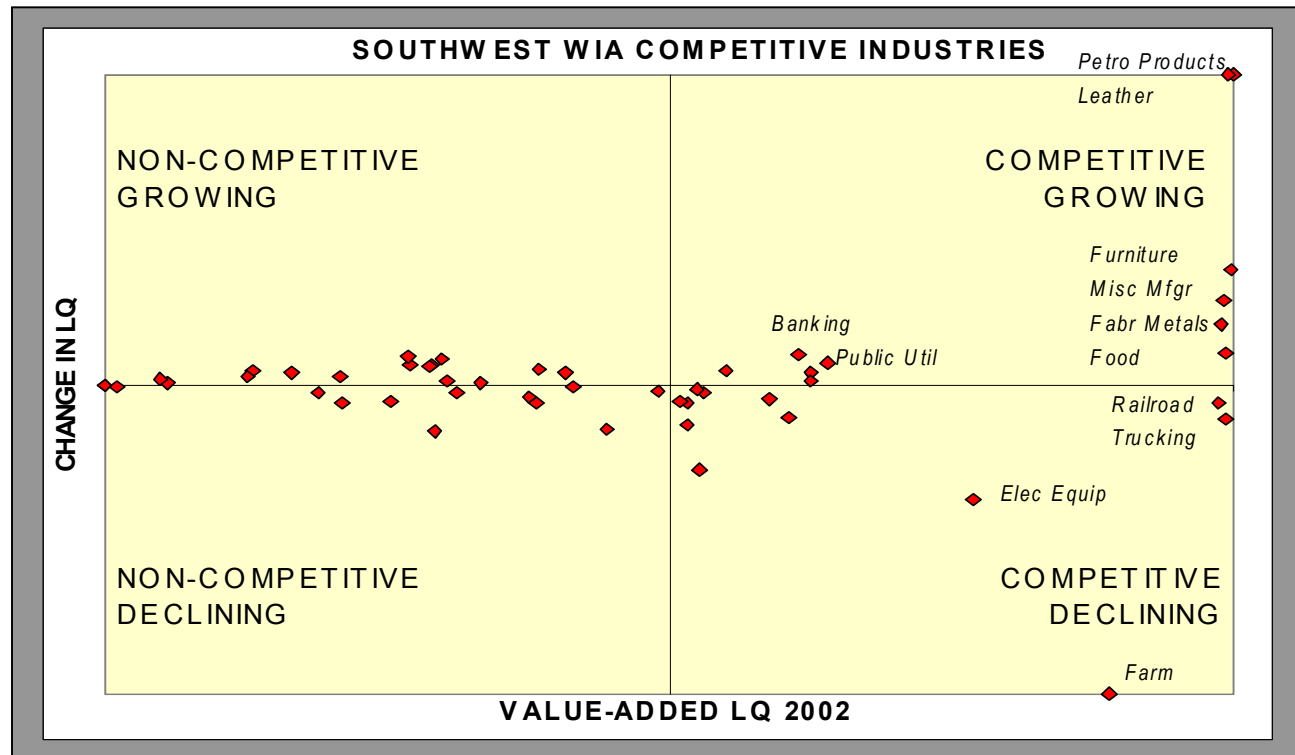
Post-Secondary Institutions with 20 or More Undergraduates from the Southwest Region (Fall of 1999-2003)

20-50 students	50-100 students	100-250 students	250-500 students	500-1000 students	1000-4000 students	4000-6000 students
Northwest MSU	SW Baptist Univ.	UMKC	UM-Columbia	SMSU	Crowder	Southern
Evangel Univ.	Truman State	Moberly Area CC	OTC			
SEMO	CMSU	UMR	Hannibal-Lagrange Coll.			
Missouri Valley Coll.	College of the Ozarks	Drury Univ.				
Fontbonne Univ.	Culver-Stockton Coll.					
William Jewell Coll.						

Source: Statistical Summary of Higher Education

Industries Competing On a National Level

The Southwest WIA has 23 nationally competitive industries, of which 11 are growing and 12 are declining. Competitiveness means that the Southwest WIA has a competitive advantage in these industries relative to the rest of the United States, indicating that the WIA is highly specialized in these sectors in terms of value-added.



The top competitive and growing industries include:

- ***Petroleum products, leather manufacturing, furniture manufacturing, miscellaneous manufacturing, fabricated metal products, and food manufacturing***

It is expected that these industries will continue to be the competitive drivers of the Southwest WIA economy.

The top competitive but declining industries include:

- Farming, electrical equipment manufacturing, trucking, and railroads
These industries are in danger of losing their competitive advantage, to the detriment of the Southwest WIA.

Regional Target Industries

Department of
Economic Development

How are Life Science Industries defined?

Life Science Industries are those industries that use life-saving and life-enhancing technologies to improve the quality of life for people. These companies employed 5.57% (145,698) of the state's total workforce in 2003. The concentration of Life Science Industries in the Southwest region during the same time period was 5.01% of the state's total Life Science Employment.

Employment in Life Sciences (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Barry	620	12	\$30,797.20
Barton	25	4	\$23,443.19
Dade	N/D	N/D	N/D
Jasper	3014	36	\$33,807.82
Lawrence	336	11	\$35,095.74
McDonald	N/D	N/D	N/D
Newton	3284	19	\$43,118.88
Southwest WIA	7294	85	\$37,730.10

* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

What are Advanced Manufacturing Industries?

High-Technology Industries that fall within the manufacturing sector are considered Advanced Manufacturing. During 2003, Advanced Manufacturing industries employed 4.13% (108,089) of the state's total workforce. The concentration of Advanced Manufacturing Industries in the Southwest region during the same time period was 3.24% of the state's total Advanced Manufacturing Employment.

Employment in Advanced Manufacturing (2003)			
County	# of Employees	# of Establishments	Annual Wage Per Job
Barry	710	10	\$28,138.29
Barton	16	5	\$25,204.77
Dade	47	5	\$17,726.88
Jasper	1663	46	\$33,806.99
Lawrence	313	13	\$26,375.41
McDonald	100	4	\$32,464.50
Newton	654	18	\$31,703.10
Southwest WIA	3502	101	\$31,309.57

* N/D: Unable to disclose data due to Bureau of Labor Statistics confidentiality restrictions.

Source: MERIC, Bureau of Labor Statistics

Regional Critical & In-Danger Occupations

Competitive and Growing Occupations

The occupations in a region that are competitive on a national scale and are in industries that show strong growth in terms of new job openings are important in terms of the fact that such industries are and will continue to be the competitive drivers of the Southwest WIA economy. The staffing patterns within each of these critical industries can show which occupations are critical in terms of continuing the region's high specialization in these sectors.

Southwest Critical Occupations (Competitive-Growing)			
SIC	Industry	SOC	Occupations
60	Banking	43-3071	Tellers
52-59	Rest of Retail	41-2031	Retail Salespersons
31	Leather	51-6042	Shoe Machine Operators and Tenders
49	Public Utilities	49-9051	Electrical Power-Line Installers and Repairers
29	Petro Products	51-2092	Team Assemblers
20	Food	51-3022	Meat, Poultry, and Fish Cutters and Trimmers
7	Agricultural Services	37-3011	Landscaping and Groundskeeping Workers
31	Leather	51-6031	Sewing Machine Operators
39	Misc. Manufacturing	51-2092	Team Assemblers
52-59	Rest of Retail	41-2011	Cashiers

Source: MERIC, U.S. Bureau of Labor Statistics

Non-Competitive and Declining Occupations

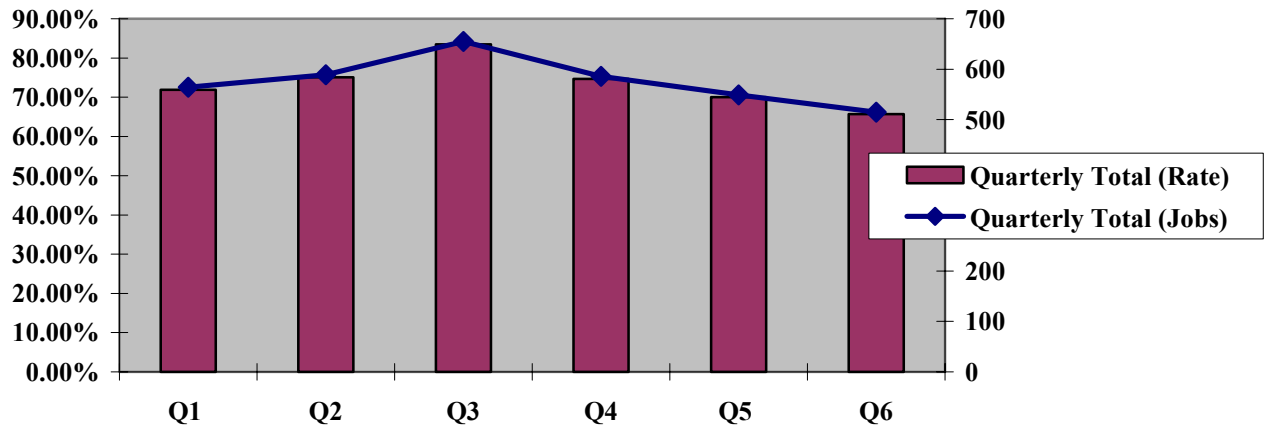
Likewise the occupations in a regions that are not competitive on a national scale or within industries that show declining growth in terms of new job openings are important for both currently employed workers in those occupations and for job seekers deciding which career paths to move toward.

Southwest In-Danger Occupations (Non-Competitive-Declining)			
SIC	Industry	SOC	Occupations
41	Local and Interurban	53-3022	Bus Drivers, School
70	Hotels	37-2012	Maids and Housekeeping Cleaners
78	Motion Pictures	41-2021	Counter and Rental Clerks
38	Instruments	51-2092	Team Assemblers
72	Personal Service	39-5012	Hairdressers, Hairstylists, and Cosmetologists
72	Pers Serve and Rep	51-4121	Welders, Cutters, Solderers, and Brazers
41	Local and Interurban	53-3021	Bus Drivers, Transit and Intercity
22	Textiles	51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
78	Motion Pictures	41-2011	Cashiers
30	Rubber	51-2092	Team Assemblers

Percentage of Laid-off Workers That Find Jobs

The number of workers that find jobs after being laid off is measured up to six quarters after the initial layoff occurs.

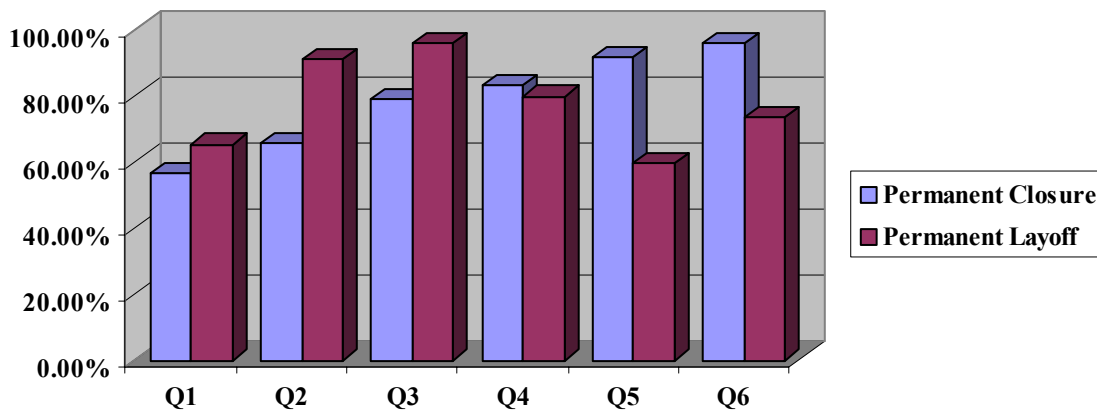
Southwest Region: Re-employment of Laid-off Workers (2001)



Worker Salaries Before and After Layoffs Occur

Southwest workers laid off in a permanent closure seem to increasingly gain close to their pre-layoff wage over a time period of six quarters. Southwest workers laid off in a permanent layoff however seem to fluctuate in terms of being able to earn at least 80% of their pre-layoff earnings.

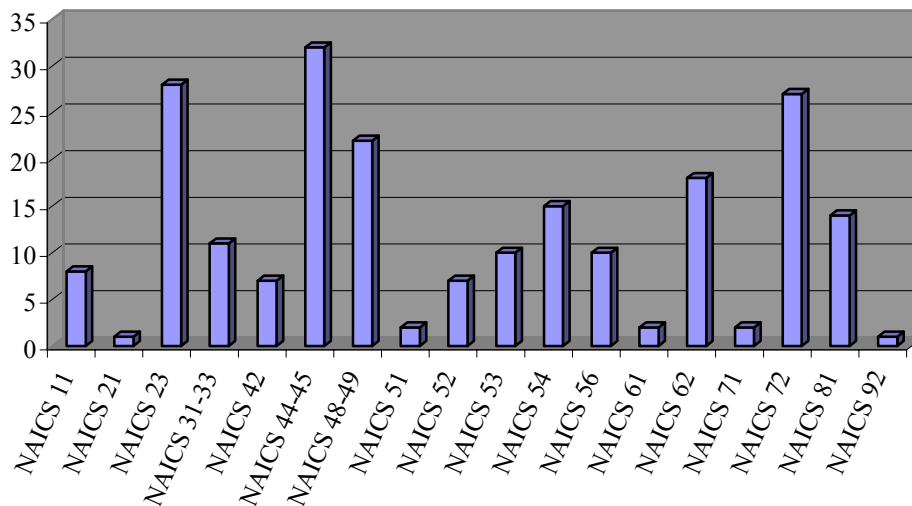
Post-Layoff Wage as a Percentage of Pre-Layoff Wage (2001)



The Impact of New Businesses Formations for a Region

The number of new businesses that formed in the Southwest region in 2003 was headed by businesses in the retail trade, construction, accommodation/food services, and transportation/warehousing sectors. Construction businesses saw the largest increase with over 85 new businesses forming in the region in 2003.

New Business Formations in Southwest WIA by Industry (2003)



NAICS 11	Agr., Forest., Fishing & Hunting
NAICS 21	Mining, except oil and gas
NAICS 23	Construction
NAICS 31-33	Manufacturing
NAICS 42	Wholesale Trade
NAICS 44-45	Retail Trade
NAICS 48-49	Transportation & Warehousing
NAICS 51	Information
NAICS 52	Finance & Insurance
NAICS 53	Real Estate & Rental & Leasing
NAICS 54	Professional, Scientific, & Technical Services
NAICS 56	Administrative, Support, & Waste
NAICS 61	Educational Services
NAICS 62	Health Care & Social Assistance
NAICS 71	Arts, Entertainment, & Recreation
NAICS 72	Accommodation & Food Services
NAICS 81	Other Services
NAICS 92	Public Administration

Source: MERIC, U.S. Bureau of Labor Statistics

Businesses With Slower Formation Growth

New business formation in the mining, information, arts/entertainment, and public administration sectors was considerably low in the Southwest region in 2003.

Regional Commuting Patterns

Department of
Economic Development

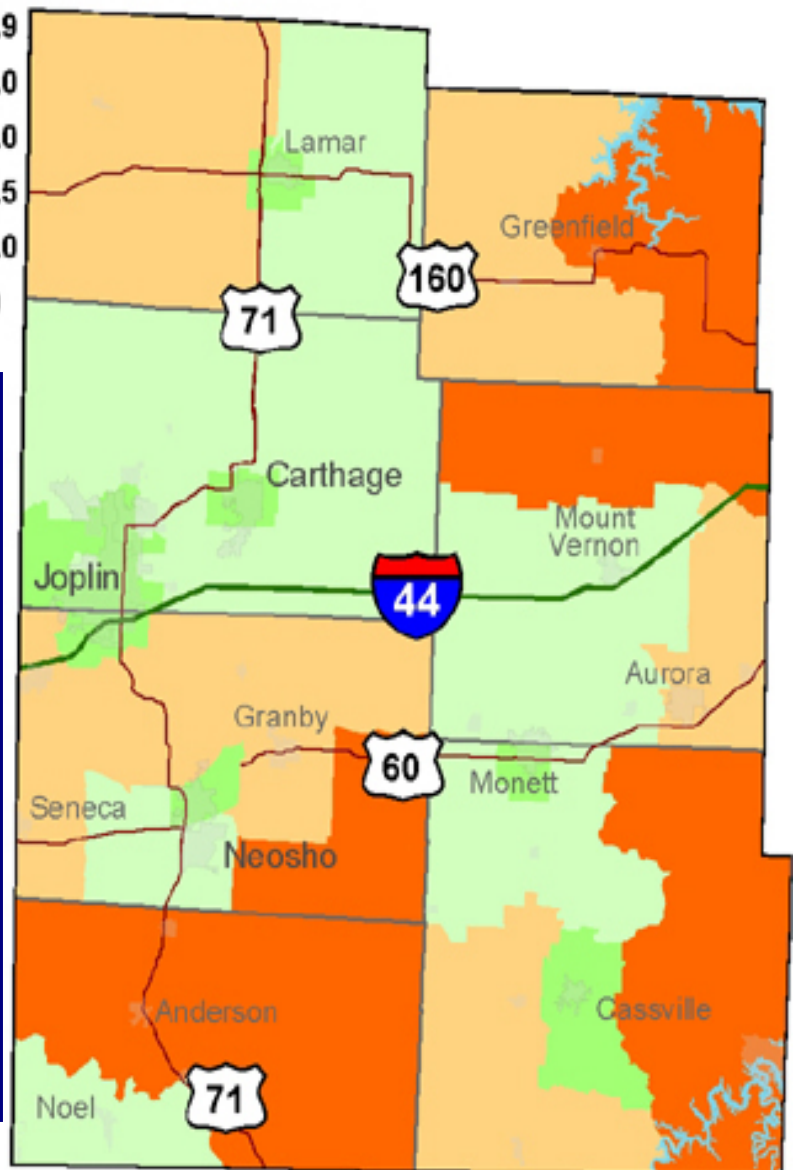
Driving to Work in the Region

The time that it takes a worker to commute to their occupation reflects the availability of jobs located within a region.

This mapping data is based on block-group level estimates from the census long form, which an average of 1 out of 6 households received. The maps should be used to reveal demographic patterns, not pinpoint exact block group values.

Source: MERIC, U.S. Census Bureau

Avg Commute (in Minutes)



The Time That it Takes Workers To Commute Within the Region

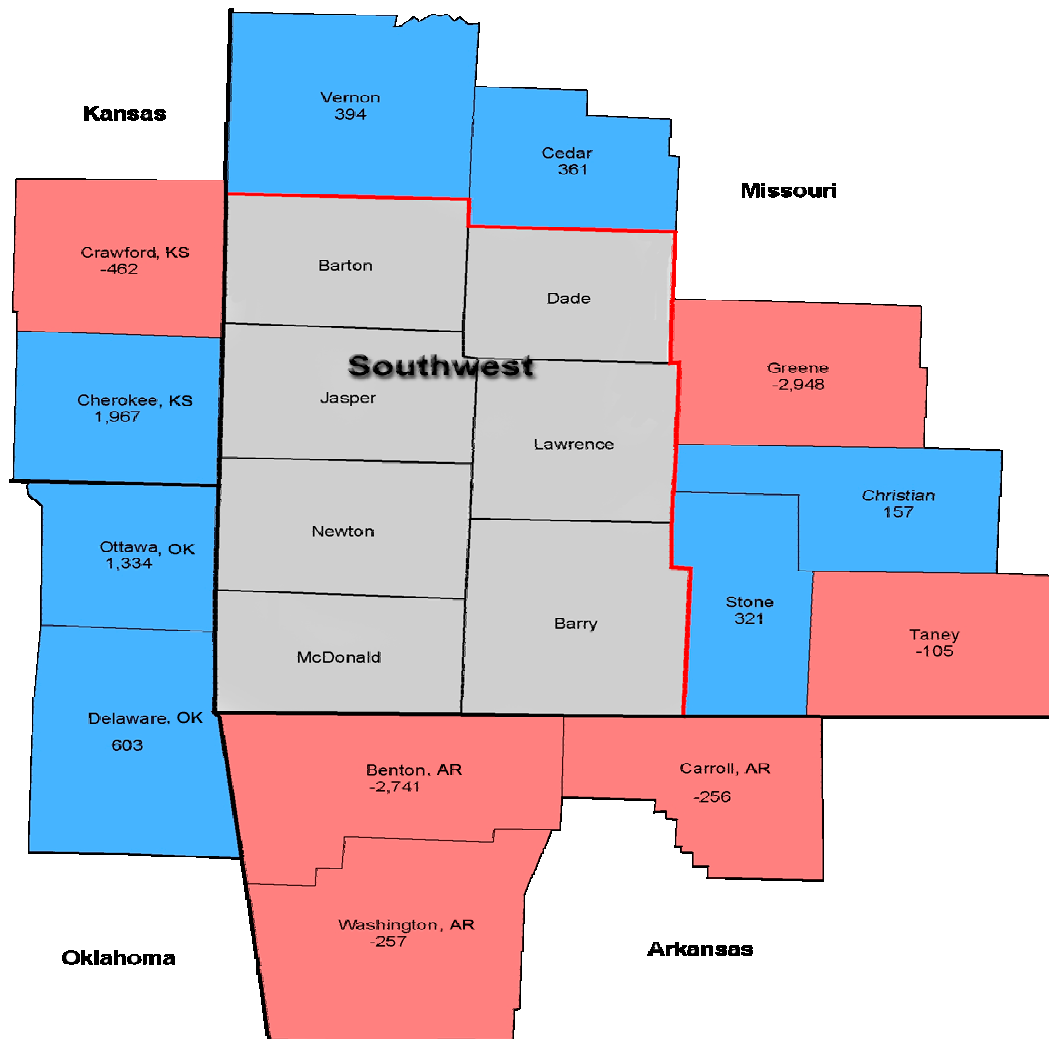
- A significant number of workers in Barry, Dade and McDonald counties have an average 34 to 48 minute commute to work.
- Based on the commuting patterns of workers in those counties, workers are most likely driving outside the WIA for work.

Source: MERIC, using U.S. Census Data

Workers Commuting In and Out of the Region

- Many workers commute outside of the Southwest WIA to work. In particular, job opportunities in Greene, Taney, Crawford (KS), Benton (AR), Carroll (AR), and Washington (AR) counties are drawing workers outside of the Southwest region.
- The region loses more than 3,000 net workers to nearby Arkansas counties. Another net 3,000 commute outside the region to Greene County, MO. However the region gains several thousand net workers from nearby Kansas and Oklahoma counties.

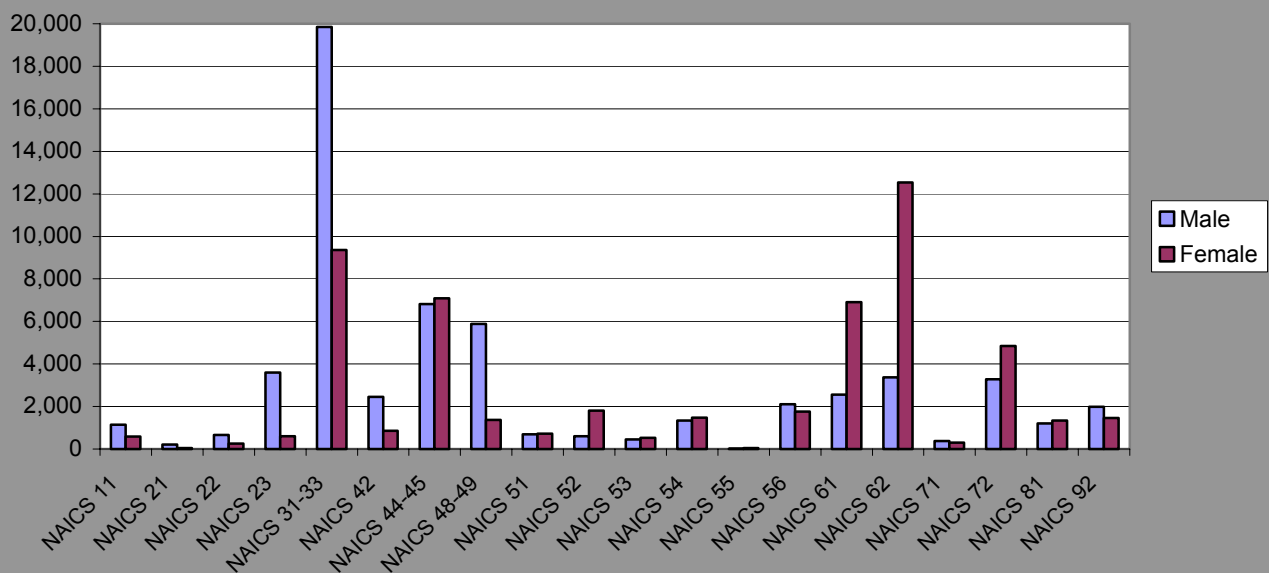
Source: MERIC, using U.S. Census Data



Composition of the Workforce

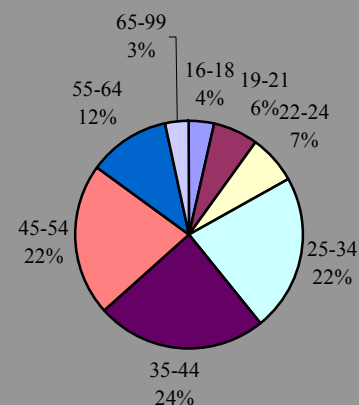
The Southwest region's workforce can be broken down in terms of age and gender composition by industry. The Southwest region's construction, manufacturing, and transportation sectors are predominantly staffed by male workers. The healthcare, educational services, and accommodation/food services sectors have mostly female workers.

Makeup of the Southwest Workforce by Major Industry and Gender



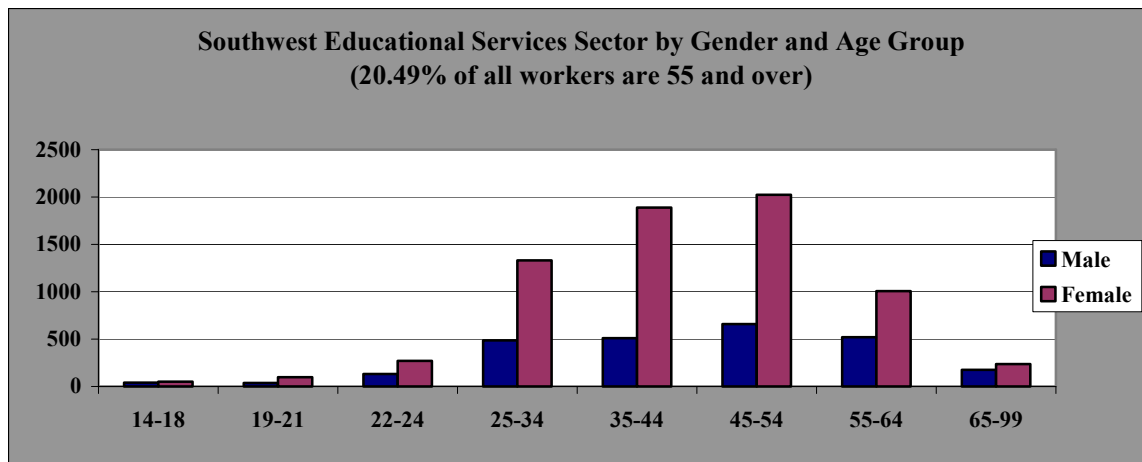
NAICS 11 Agriculture, Forestry, Fishing and Hunting
 NAICS 21 Mining
 NAICS 22 Utilities
 NAICS 23 Construction
 NAICS 31-33 Manufacturing
 NAICS 42 Wholesale Trade
 NAICS 44-45 Retail Trade
 NAICS 48-49 Transportation and Warehousing
 NAICS 51 Information
 NAICS 52 Finance and Insurance
 NAICS 53 Real Estate and Rental and Leasing
 NAICS 54 Professional, Scientific, and Technic
 NAICS 55 Management of Companies and Enterprises
 NAICS 56 Administrative and Support and Waste
 NAICS 61 Educational Services
 NAICS 62 Health Care and Social Assistance
 NAICS 71 Arts, Entertainment, and Recreation
 NAICS 72 Accommodation and Food Services
 NAICS 81 Other Services (except Public Administration)
 NAICS 92 Public Administration

Workers by Age Group

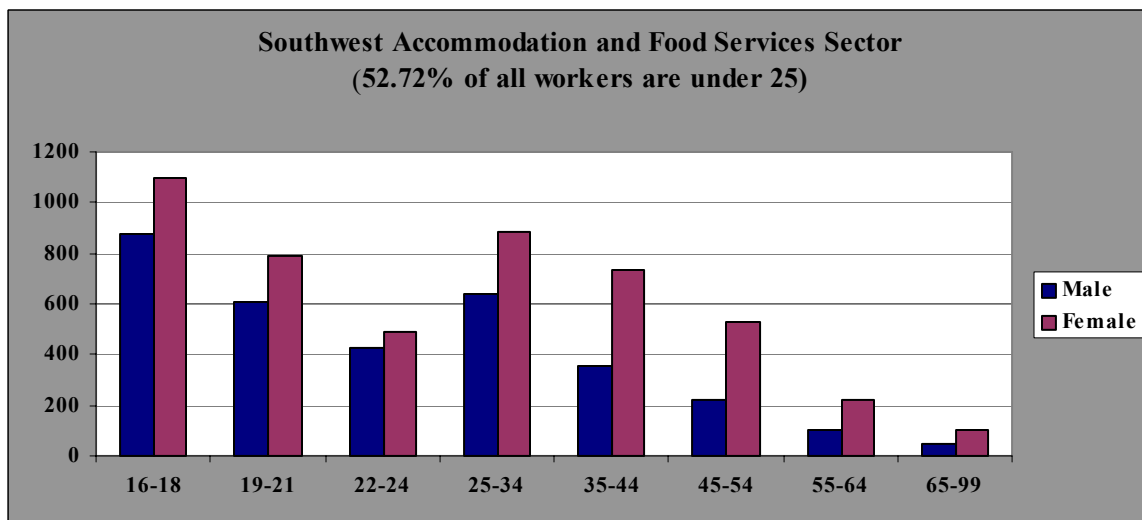


Age composition by industry can determine whether or not local colleges and technical schools are providing enough training for young workers who will be filling in the gaps left by those retiring.

Industry with a Significantly Aging Workforce



Industry with a Significantly Young Workforce



Source: LED, U.S. Census Bureau

What do These Results Mean?

The Educational Services sector has over 20% of its workforce over the age of 55. This means that in ten years this sector may potentially have problems finding enough qualified workers when their older workers retire. Meanwhile, many young workers find their first job opportunities in the accommodation and food services sector.

Acknowledgements

Reporting by Mary E. Bruton, Planner.
December 15, 2004

Contributions in the development and editing of the Workforce Gap Analysis Report were made by David Peters, Tim Smith, Amy Miller, & Marty Romitti.

Additional economic information resources can be accessed on the Internet at
www.missourieconomy.org.



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